

ENROLLED ORDINANCE 158-4

RATIFICATION OF 2002-2003-2004 DEPUTY SHERIFF COLLECTIVE BARGAINING AGREEMENT

WHEREAS Waukesha County has engaged in collective bargaining with employees represented by the Wisconsin Professional Police Association, and

WHEREAS the parties have reached a tentative agreement, subject to the ratification by the Waukesha County Board of Supervisors.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES ORDAIN, the following recommendations of the Personnel Committee and the accompanying changes in wages, hours, and working conditions of employees represented by the Wisconsin Professional Police Association be approved.

Section I. Contract Language and Personnel Policy

- A. Modify the collective bargaining agreement to cover the years 2002-2003-2004.
- B. Modify contract language provisions to reflect prior ratified agreements concerning the consolidation of the Deputy Sheriff I and Deputy Sheriff II classifications.
- C. Delete obsolete contract language concerning Article 7.08(B) – Educational Incentive Pay and Article 11.03(A) – Payout of Sick Leave Upon Retirement.
- D. Incorporate the previously agreed upon Memorandum of Understanding regarding compensatory time under the Fair Labor Standards Act.

Section II. Benefits

- A. Effective July 1, 2003, modify the health insurance provisions as follows:
 - 1. Change the in-network benefits by adding a deductible of \$100 single/\$300 family; with a 90%/10% coinsurance, and an out-of-pocket maximum of \$400 single/\$800 family.
 - 2. Modify the prescription drug copay from \$5 to \$10 generic/\$15 brand/\$25 out-of-formulary.
- B. Effective for 2004, the County will provide employees the opportunity to participate in a Section 125 Medical Reimbursement Plan.
- C. Effective January 2004, the County will increase the contribution to the Post Employment Health Reimbursement Plan from \$200 to \$300.
- D. Modify Article 9.01 – Clothing Allowance to provide a monthly clothing allowance effective January 1, 2003 of \$35.00 per month. Effective January 1, 2004 modify the monthly clothing allowance to \$37.50 per month and increase the initial clothing allowance from \$700 to \$800 for new hires.

Section III. Classification and Compensation

- A. Across-the-board increase of three percent (3%) shall be applied to the 2001 rates of pay effective December 29, 2001.
- B. An across-the-board increase of two percent (2%) shall be applied to the 2002 rates of pay effective December 28, 2002.
- C. An across-the-board increase of two percent (2%) shall be applied to the 2003 rates of pay effective June 28, 2003.
- D. An across-the-board increase of two percent (2%) shall be applied to the 2003 rates of pay effective December 27, 2003.
- E. An across-the-board increase of two percent (2%) shall be applied to the 2003 rates of pay effective June 26, 2004.
- F. Effective December 27, 2003 provide a new two percent (2%) step to the Detective wage schedule.